



**Self Help
Africa**



Regional Director East & Horn of Africa

Candidate Information Pack

January 2021

selfhelpafrica.org

INTRODUCTION



Here at Self Help Africa, we like to describe the organisation as “the pro-profit non-profit”. That’s because we’re focused on helping farmers across Africa increase the profitability of their enterprises. For us, growing more is only a part of the solution, earning more from small farms is also a key to ending extreme poverty across the region.

Mostly, this involves work inside the farm gate - helping smallholders to increase productivity, diversify their production and produce cash crops that they can grow to sell.

For decades, this work has been inseparable from our efforts to incubate and support farmer cooperative development. The co-op is the basic building block for agri-business - through it, farmers can store, transport to market, purchase in bulk, sell at better prices and access advice.

There is enormous potential for growing smallholder farming in Africa by connecting it with markets in a way that is beneficial for all parties. Africa’s private agri-business sector is estimated to be worth about \$280bn currently yet, with the right investment and support, it’s estimated that it can grow to over \$1 trillion within two decades.

For a ‘pro-profit’ non-profit organisation like Self Help Africa, this is an exciting space in which to work. Our traditional roles - helping farmers to lift productivity in their fields - continues, but we know we must partner with a range of other, non-traditional partners to help farmers maximize income and drive development.

In recent years, Self Help Africa has begun implementing two exciting and ambitious agri-enterprise investment projects on behalf of the European Commission and other funders.

Our AgriFI Kenya Challenge Fund, that we are implementing is currently disbursing more than €18m in grant support to small and medium sized agri-businesses in Kenya, while just this year we have begun work on a multi-year ENTERPRISE Zambia Challenge Fund project, worth €26m, that has similar objectives.

Collectively, these two projects will provide match-funding to close to 100 businesses in the two countries, will create upwards of 20,000 new agri-enterprise jobs, and will create profitable new markets for close to a quarter of a million small-scale farmers.

In tandem, we operate a number of social enterprise subsidiary ventures - Partner Africa, Traidlinks and TruTrade - who are each helping businesses in Africa to grow and develop, and create viable new markets where rural poor farming households can sell their crops and provide a better living for their families.

WHAT WE DO



AGRICULTURE & NUTRITION

Over 70% of Africa's poorest people live on small farms. We help these farming families achieve their potential to grow much more and earn more from their land.



GENDER

We're working to level the gender field in sub-Saharan Africa. When women receive the same support as men, yields increase 20–30%.



CLIMATE SMART

Those least responsible for climate change are the most affected by global warming. We support vulnerable communities to adapt to changing climate, through climate smart agricultural techniques.



ENTERPRISE

We nurture small businesses and encourage enterprise, enabling households to earn a vital alternative source of income.



MICROFINANCE

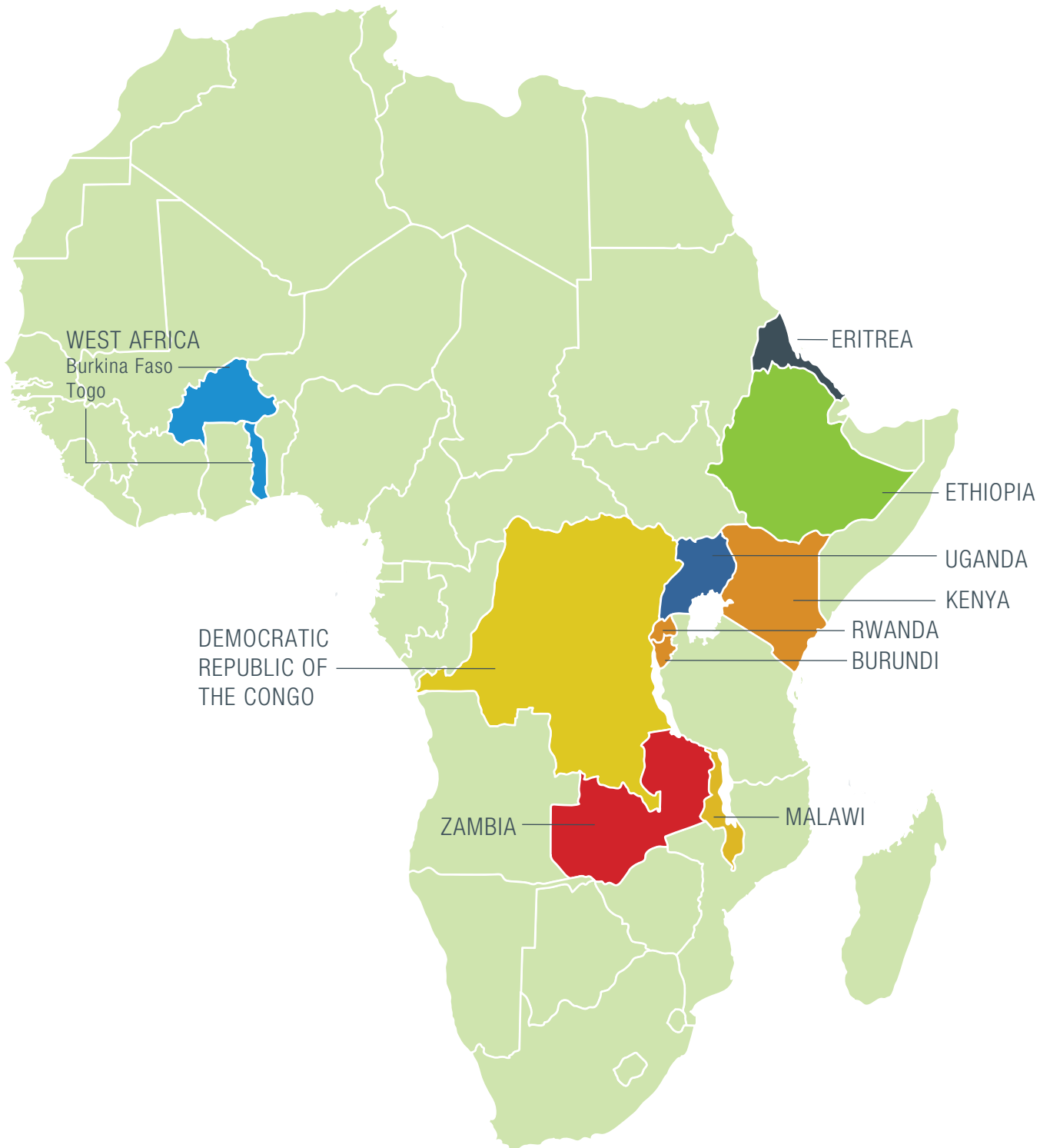
We invest in people – providing access to small loans through microfinance gives impoverished rural families the means to improve their farms, so they can grow, eat and sell more.



COOPERATIVES

We bring communities together - working as a cooperative means farmers can access new markets and earn a better income from their produce.

WHERE WE WORK



JOB DESCRIPTION



Job Title	Regional Director – East & Horn of Africa
Company	Self Help Africa (part of Gorta Group)
Location	Nairobi, Kenya (strongly preferred – other regional capitals considered)
Contract Type	Four-year fixed term
Reports to	Group CEO
Job Purpose	<p>The Regional Director (RD) role is a new one in Self Help Africa and the wider Gorta Group. As part of the organisation’s global management team, you will be responsible for leading and delivering organisation growth and impact.</p> <p>The RD will lead the organisation in East and Horn of Africa. This currently comprises of Kenya, Uganda and Ethiopia country programmes with projects in Rwanda, Burundi, DRC and Eritrea.</p> <p>As Regional Director you will be expected to scale up our operations in the region and be the key representative with external stakeholders.</p> <p>The RD will have the skills to be able to adapt to the organisation’s programme requirements across humanitarian, development and private sector initiatives.</p> <p>You will work closely with the Programme team to ensure: that we offer value for money; that our work is making an impact; and that we’re submitting high quality proposals and reports in order to win and retain contracts.</p> <p>You will expand and develop partnerships with private sector companies, funders and institutions that ultimately benefit smallholder farmers and traders in the region.</p> <p>The RD will embrace and lead innovation and be results focused with a keen interest in technology as an agent for change. You will coordinate new initiatives in agri-business and digital development and will be a driver for innovation for the Gorta Group across all our work.</p> <p>You will have proven leadership skills and the necessary qualities to enable you to lead the region living the values of the organisation on a daily basis.</p>

JOB DESCRIPTION (cont.)



<p>Key Responsibilities</p>	<p>While the role demands oversight of the group’s work in the region, the role also requires close attention to operations. Responsibilities include:</p> <ul style="list-style-type: none"> • Develop a regional strategy, including appropriate KPIs on what shared success looks like within the region for the Gorta Group. • Facilitate the transition from a HQ-centralised model to a regional structure in collaboration with the MT and relevant country teams. • Drive new business development and funding opportunities yourself and with the teams. Build an active pipeline of funding opportunities in collaboration with the wider Gorta Group teams. • Develop and manage relationships with key regional and national stakeholders. • Recruit and manage an effective, multi-disciplinary, inclusive regional management team to support quality implementation of country and regional-level projects. • On-going monitoring and analysis to ensure regional and country programmes are continually adapted to the evolving contexts within the region and are outcomes-driven and evidence based. • Strive for seamless coordination between programming and operations within the region and across the Gorta Group entities (Self Help Africa, TruTrade, Partner Africa) to improve the quality of programme and service delivery and cost effectiveness/value for money. • Maximise synergies and efficiencies across the Gorta Group entities. • Improve brand and visibility and act as spokesperson as appropriate.
<p>Key relationships</p>	<p>Internal</p> <ul style="list-style-type: none"> • Group CEO • Executive Director • Programmes Director • Chief Finance & Operations Officer
<p>Qualifications/ Knowledge and Experience</p>	<p>Essential</p> <ul style="list-style-type: none"> • Educated to degree level • At least 10 years of experience in a managerial or leadership role for a multi-sectoral international development organisation and/or an equivalent private sector company. • Experience of private sector engagement. • Understanding of the East Africa/Horn of Africa context including experience leading regional activity. • Demonstrated expertise in representation and negotiations, and a track record of securing significant new business. • Highly developed interpersonal and communication skills including influencing, negotiation and coaching. • Fluency in English. <p>Highly Desirable</p> <ul style="list-style-type: none"> • Digitally literate with a keen appreciation of how technology and digitalisation can enhance the Gorta Group’s work. • Experience of working in agriculture / agri-business.

HOW TO APPLY



Closing date is **Friday 29th January 2021 at 5pm**

Summit Recruitment and Search have been selected to manage this recruitment process.

TO APPLY PLEASE CLICK HERE ▶

For further information and enquiries in relation to the role please email Kate at:

Kate@summitrecruitment-search.com

or contact her via WhatsApp: **+254 723 653954**

Please note that Self Help Africa advocates for equal opportunity and does not require applicants to pay any fee at whatever stage of the recruitment and selection process. Canvassing will lead to automatic disqualification.

Self Help Africa is committed to the highest possible standards of openness, transparency, and accountability in all its affairs and is completely against fraud, bribery, and corruption. All employees are bound by code of conduct, child protection and conflict of interest policies.

Any candidate offered a job with Self Help Africa will be expected to sign Self Help Africa's Safeguarding Policies and Code of Conduct as an appendix to their contract of employment and agree to conduct themselves in accordance with the provisions of these documents.

Police vetting is required.

All applicants are encouraged to read through the following safeguarding policies as you make your applications:

Code of Conduct

Conflict of Interest

Female applicants are highly encouraged; Self Help Africa strives to be an Equal Opportunities Employer



FARMING FOR AFRICA'S FUTURE



**Self Help
Africa**

selfhelpafrica.org